



Army Benefits Center-Civilian



CSRS Overview

Civilian Soldiers Supporting America's Soldiers

Updated 5/2/07

INTRODUCTION

ABC-C MISSION: Provide a full range of benefit & entitlement services to all Department of Army serviced employees through a centralized automated center.

ABC-C SERVICES: Provide advisory services and processes transactions for:

Federal Employees Health Benefits (FEHB)
Federal Employees' Group Life Insurance (FEGLI)
Thrift Savings Plan (TSP)
Retirement (FERS & CSRS)
Survivorship (Death Claim Processing)

Civilian Soldiers

Supporting Ameri

ABC-C AUTOMATED SYSTEMS

EBIS - Web Based

- **Customer-friendly**
- **Available 24 hours a day**
- **Secure site**
- **Ability to read at convenience**
- **Ability to print screens of information**
- **Can process benefits transaction without counselor assistance**
- **Ability to print benefit forms**



Civilian Soldiers

Supporting Ameri

ABC-C AUTOMATED

IVRS - Telephone

- Can connect with a counselor if needed
- Available to those without computer access
- Requires use of SSN and PIN only
- Can process benefit transactions without counselor assistance
- Can receive faxed back copies of documents (e.g. FEHB enrollment form, Info Sheets, etc.)
- Counselors are available 12 hours a day
- Automated systems available 24 hours a day



Civilian Soldiers

Supporting America

COUNSELOR ASSISTED CALLS

1 JANUARY - 31 DECEMBER 2006

86,549 Total Calls

Average Answer Time: 24 Seconds

Average Call Length: 8 Minutes 40 Seconds

**Average Wrap-Up Time: 2 Minutes 29
Seconds**

ABC-C Benefit Counselors

are available from 6:00 a.m. to 6:00 p.m.

Central Time, Monday - Friday

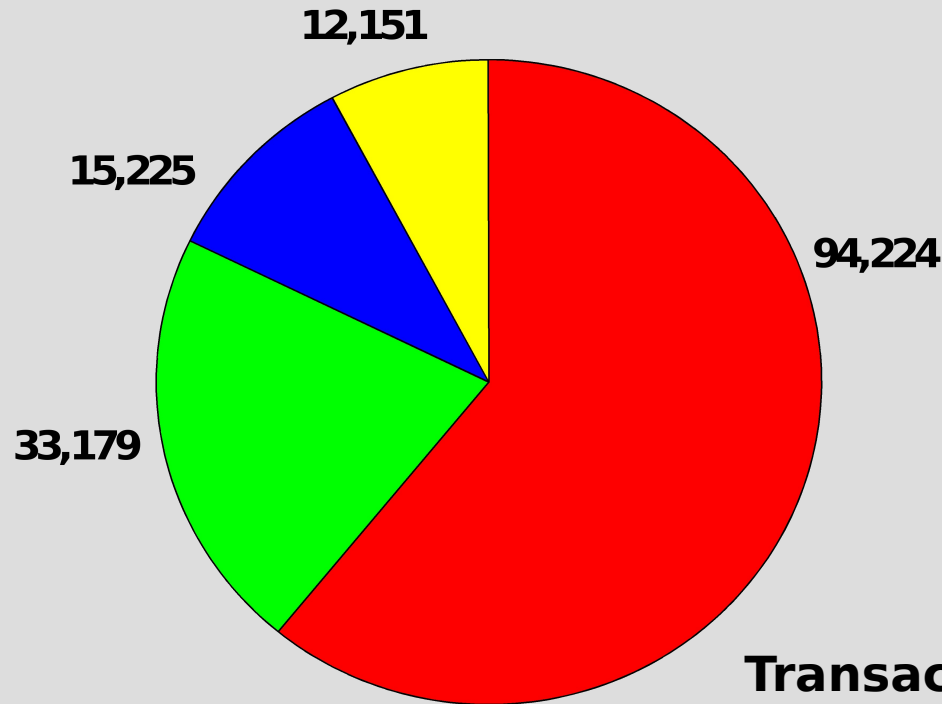
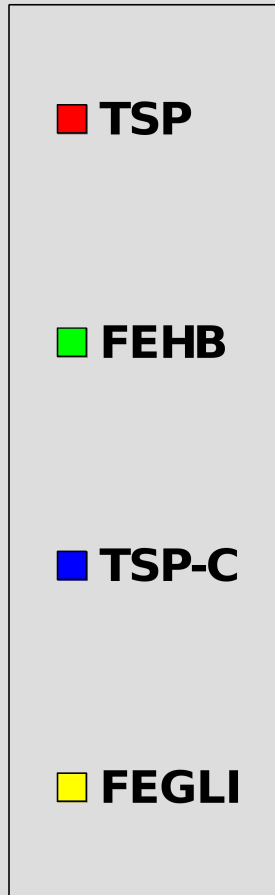
**Peak Call Times are between 8:00 a.m. and
2:00 p.m.**

Civilian Soldiers

Supporting Ameri

BENEFITS TRANSACTION SUMMARY

1 JANUARY - 31 DECEMBER 2006



Transaction Source:

EBIS (Web) - 137,588

IVRS (Phone) - 5,455

**Counselor Assisted -
11,736**

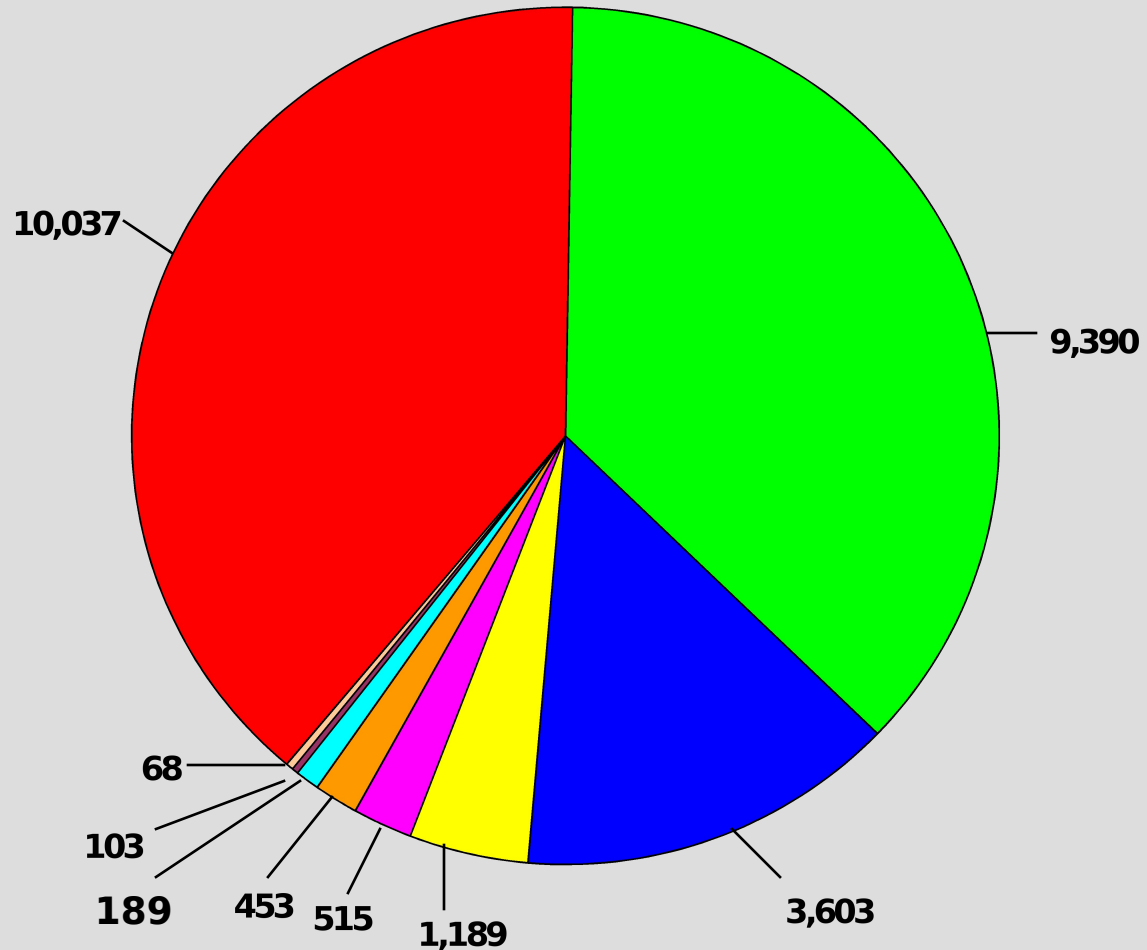
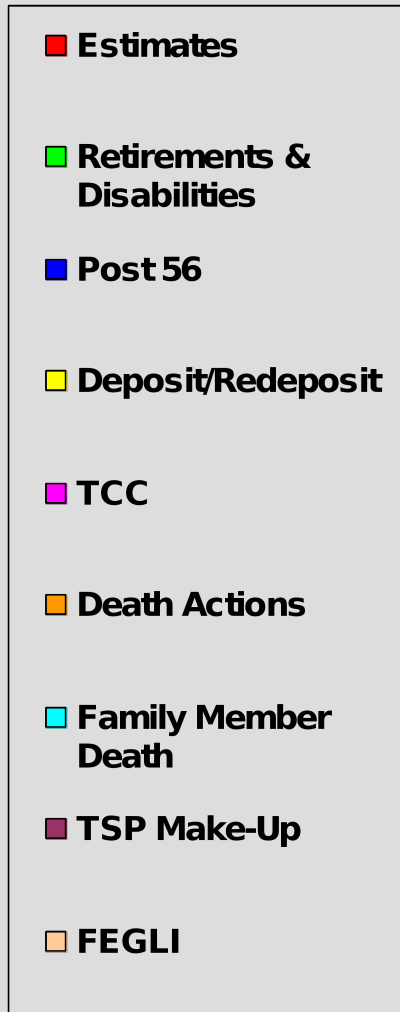
Civilian Soldiers

Total Transactions =

154,779

PRODUCTION SUMMARY

1 JANUARY - 31 DECEMBER 2006

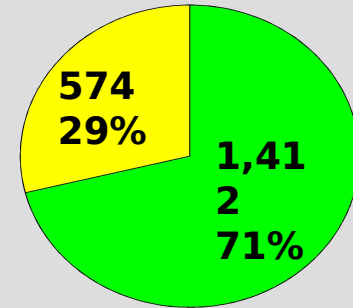
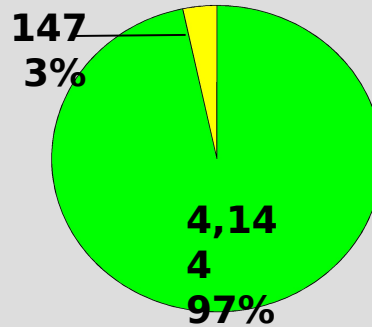
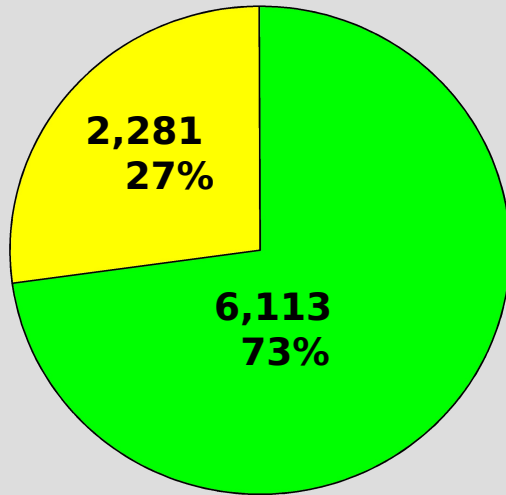


Civilian Soldiers

Supporting America

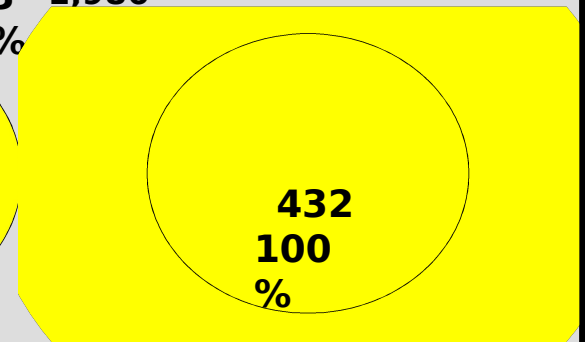
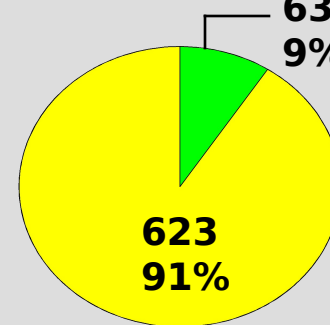
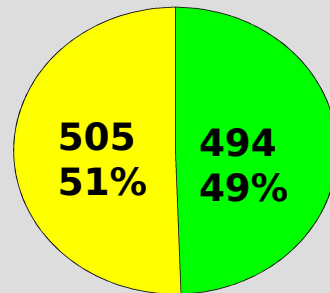
RETIREMENTS SENT TO PAYROLL

1 JANUARY - 31 DECEMBER 2006



Rcvd More Than 60 Days: 4,291

Rcvd 31-60 Days: 1,986



Rcvd 16-30 Days: 999

Rcvd 1-15 Days: 686

Rcvd On/After DOR: 432

Total: 8,394
■ Met
■ Did Not Meet

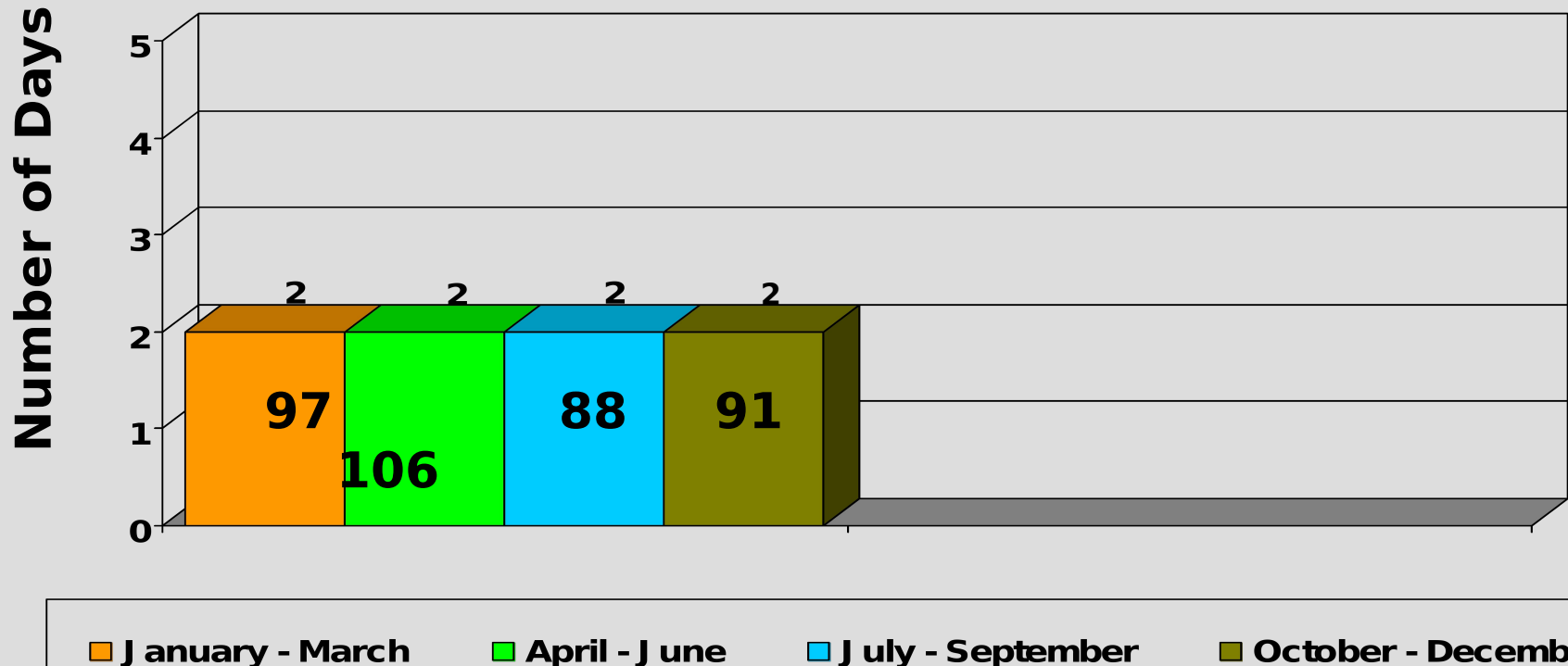
Goal: Complete retirement package NLT 5 working days prior to DOR.

Civilian Soldiers

Supporting Ameri

DEATH CLAIM PROCESSING TIME

1 JANUARY - 31 DECEMBER 2006



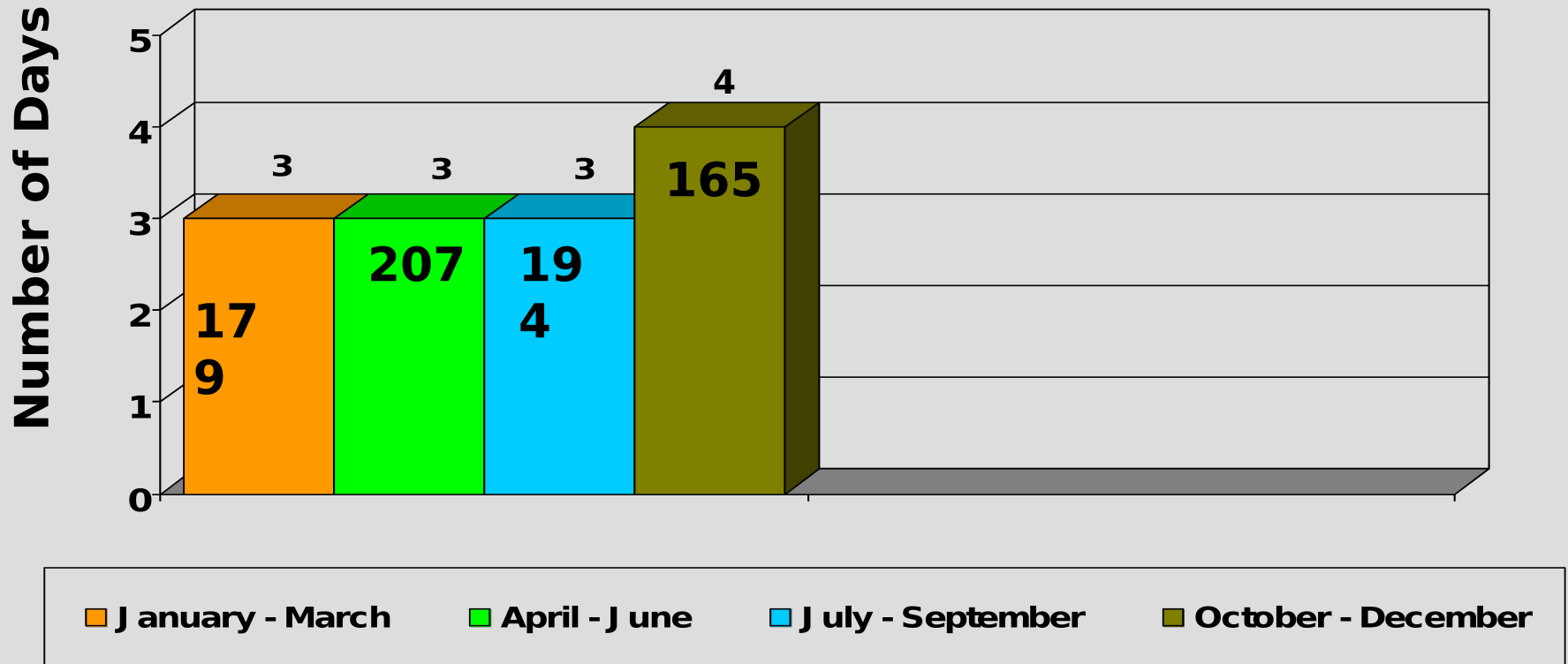
Goal: Complete NLT 5 working days after survivor signs and dates death benefits claims.

Civilian Soldiers

Supporting Ameri

DISABILITY CLAIM PROCESSING TIME

1 JANUARY - DECEMBER 2006



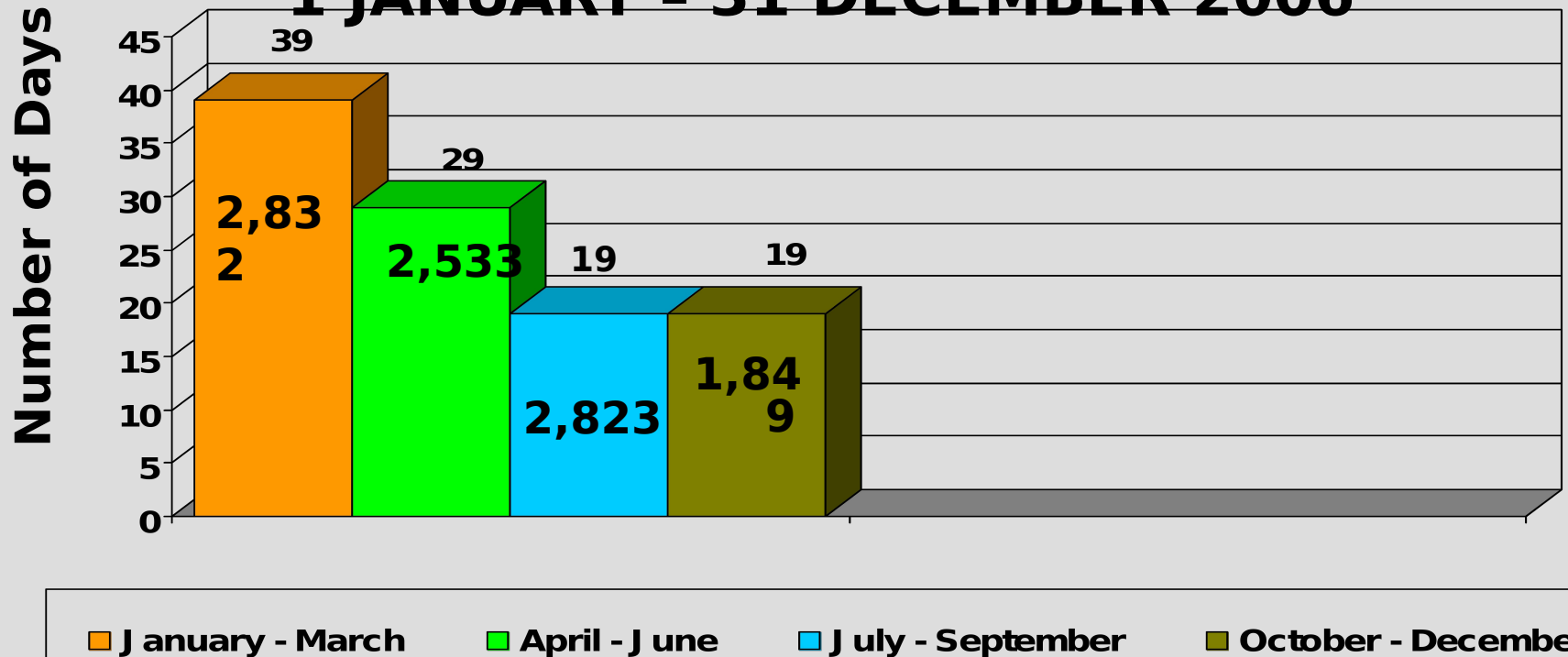
Goal: Complete NLT 5 working days following receipt of all documentation.

Civilian Soldiers

Supporting Ameri

RETIREMENT ESTIMATE PROCESSING TIME

1 JANUARY - 31 DECEMBER 2006



Goal: Complete 14 days following receipt of estimate request.

Civilian Soldiers

Supporting Ameri

CONTINUING CHALLENGES

- **Last Minute VERA/VSIP approvals**
- **Late submission of retirement packages**
 - **Direct correlation between packages submitted less than 30 days of DOR and inability to meet timeliness goals**
- **Federal Erroneous Retirement Coverage Corrections Act**
- **Aging Workforce**



Civilian Soldiers

Supporting Ameri

SUCCESS STORIES

- **Customer Wait Time to Speak with a Counselor**
- **Site Assistance Visits**
- **Partnership with DFAS**
- **Video Tele-Training (VTTs)**
- **Employee Retirement Guide**
- **New Employee Flyer**
- **Access for Separated Employees**
- **Reduction in scripts before accessing a counselor**
- **Interactive Customer Evaluation (ICE) feedback**



Civilian Soldiers

Supporting Ameri

ON THE HORIZON

- **Electronic Estimates**
- **Access for Non Appropriated Fund (NAF) employees**
- **Web Cam Training**
 - **New Employee**
 - **How to Fill out Retirement Forms**
- **FEHB Centralized Enrollment Reconciliation Clearinghouse (CLER)**



ANY QUESTIONS?



Civilian Soldiers
Supporting Ameri

CSRS RETIREMENT OVERVIEW



ARMY

BENEFIT

S

CENTER —

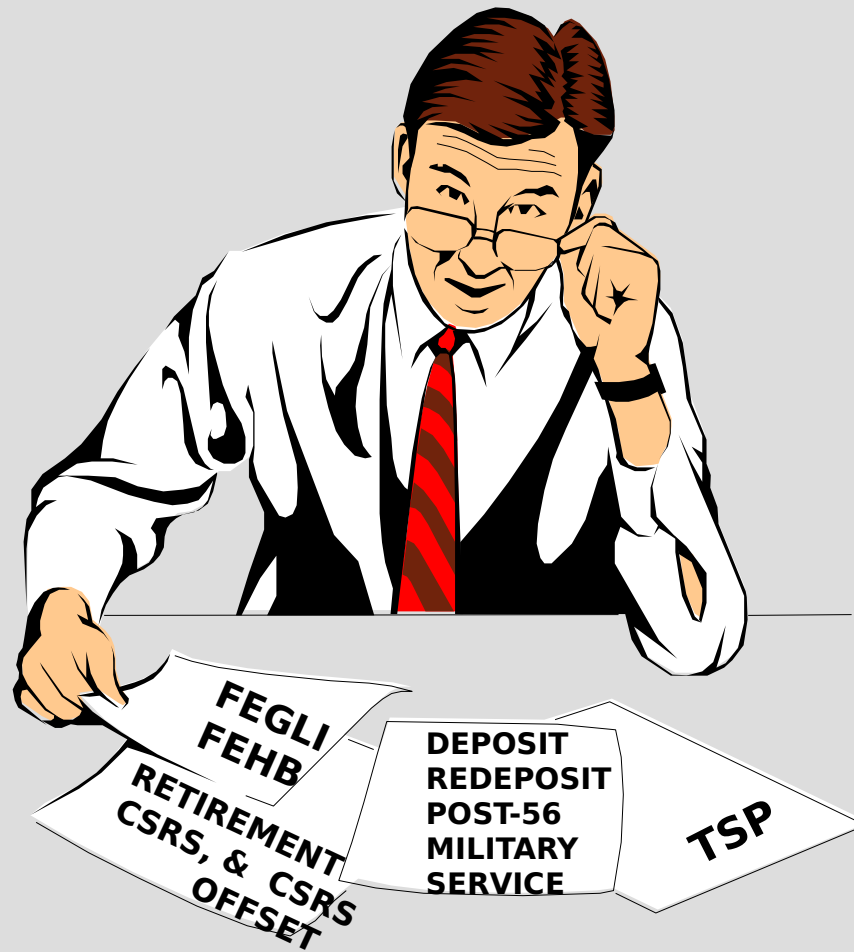
CIVILIA

N

Civilian Soldiers

Supporting Ameri

RETIREMENT DECISIONS



Civilian Soldiers
Supporting America

CIVILIAN DEPOSIT/ REDEPOSIT

CSRS



Civilian Soldiers Supporting A
merica's Soldiers

WHAT IS DEPOSIT SERVICE?

- Any period of creditable service during which retirement deductions are not taken
- Generally, non-career time such as temporary or indefinite service
- Also known as non-deductible service



Civilian Soldiers

Supporting America

DEPOSIT SERVICE

However, it can also be service that was not considered Federal employment at the time it was performed, but for which a subsequent change in law now allows credit for retirement annuity computation purposes.

Amount of Deposit: 7% of earnings + Interest

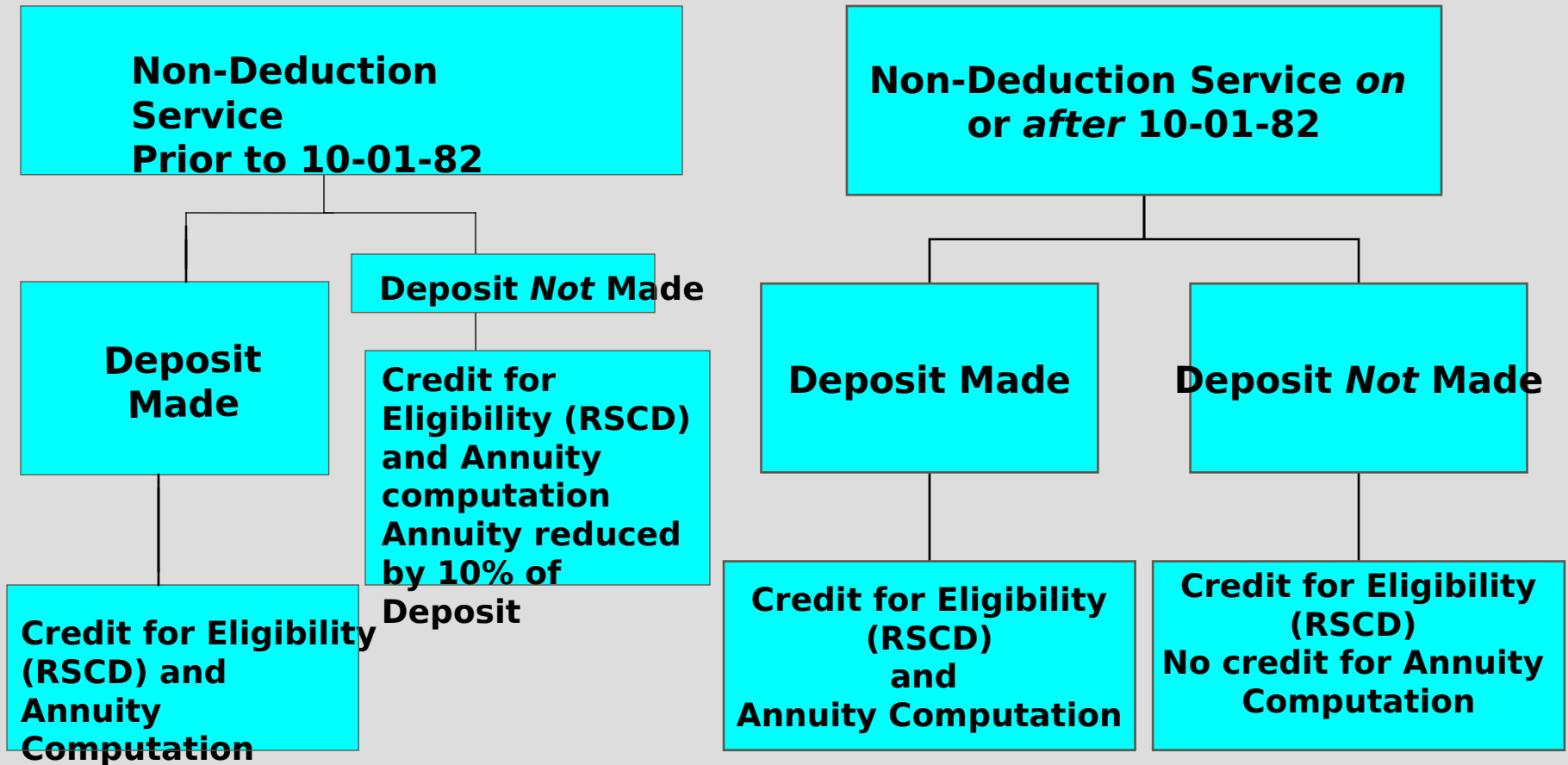
***Interest will vary by the date service was performed**



Civilian Soldiers

Supporting Ameri

DEPOSIT SERVICE

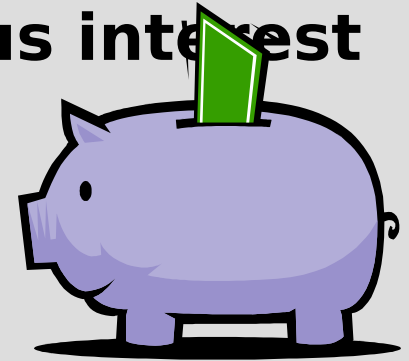


Civilian Soldiers

Supporting Ameri

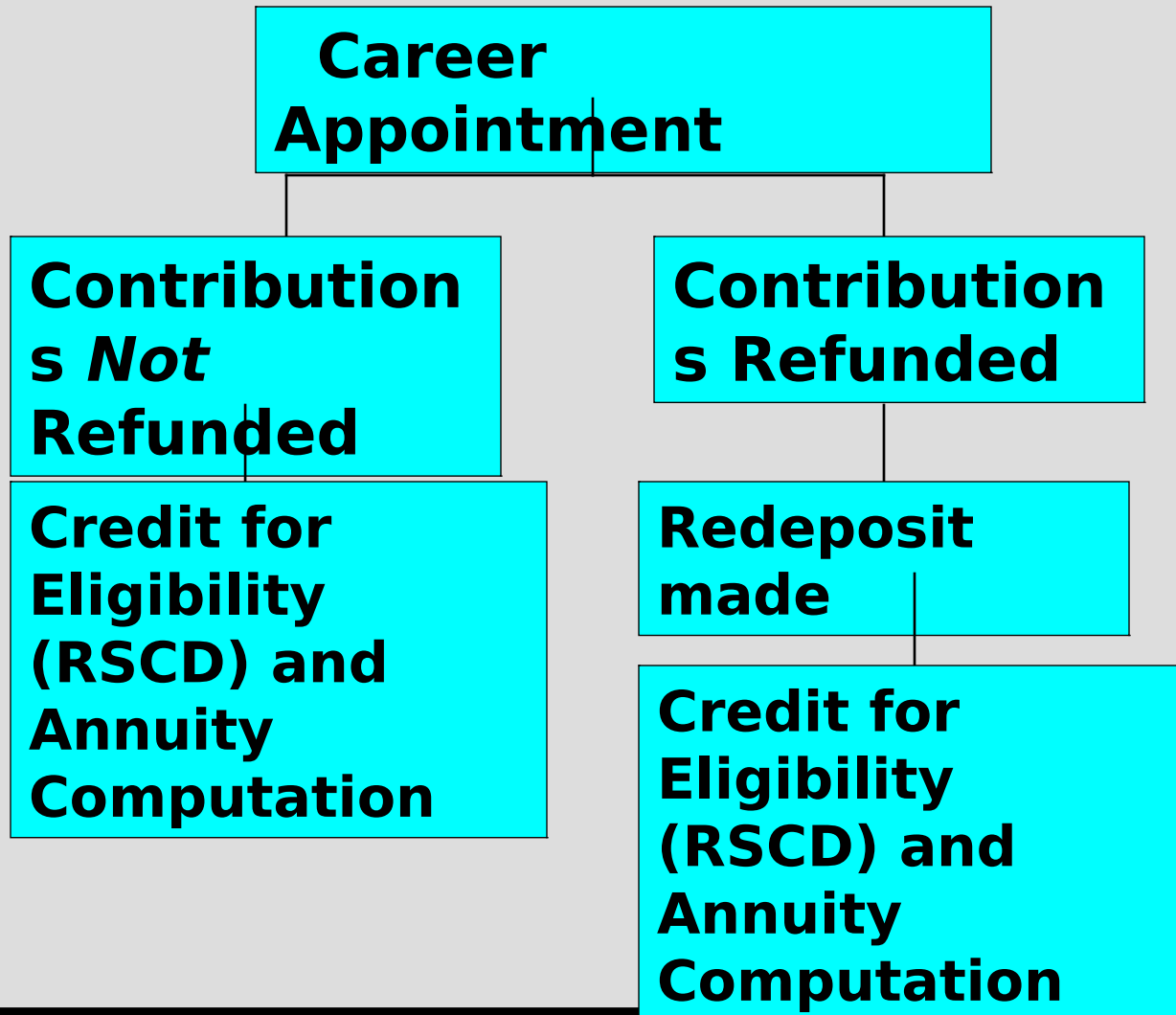
WHAT IS REDEPOSIT SERVICE?

- A sum of money paid into the Fund by an employee or survivor to cover a period of service during which deductions were withheld but later refunded under CSRS provisions
- $\text{Redeposit} = \text{Amount of refund plus interest}$

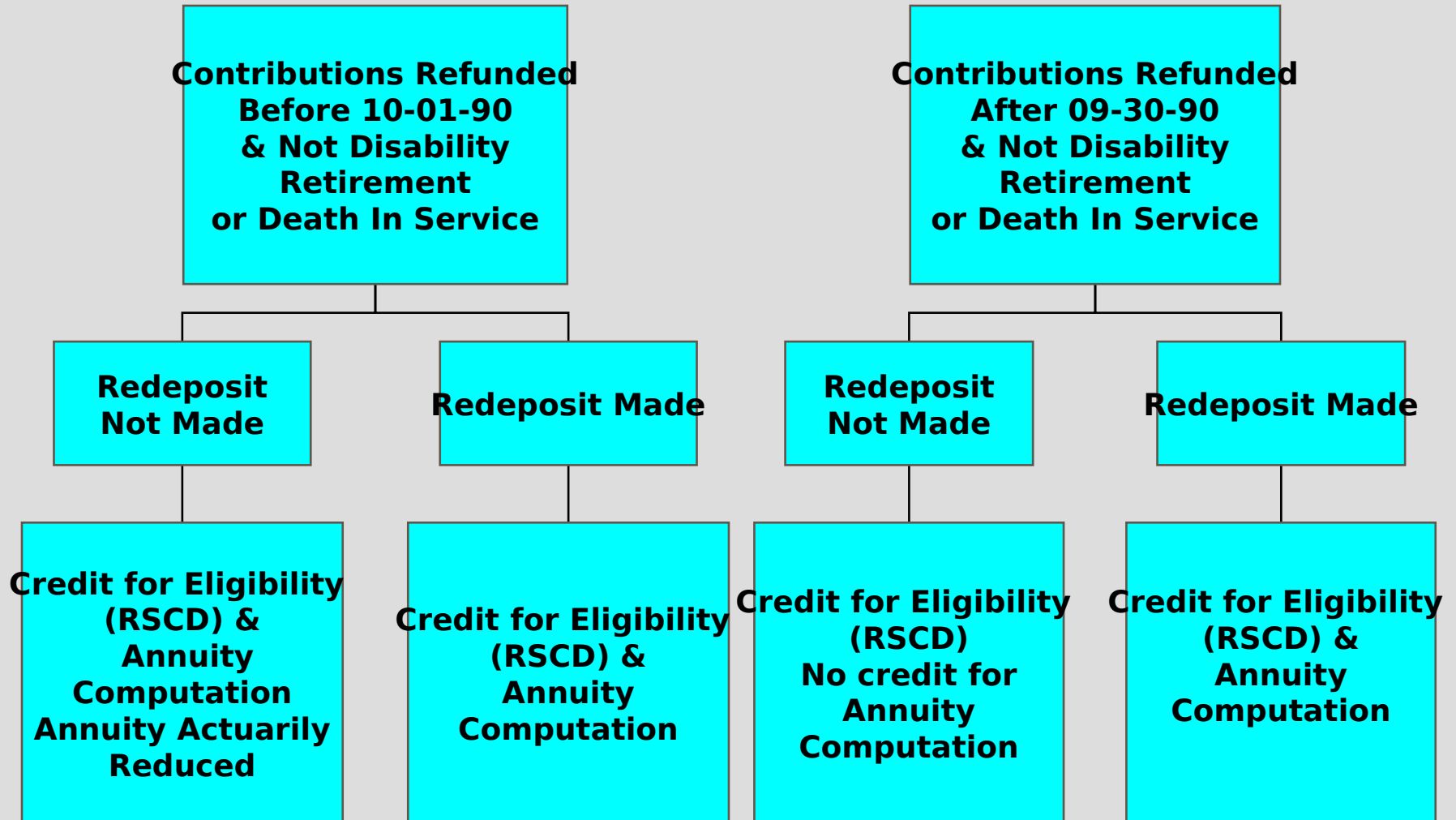


Note: Redeposit may be made before or after retirement.

REDEPOSIT SERVICE



REDEPOSIT SERVICE



MILITARY DEPOSIT

CSRS



Civilian Soldiers Supporting A
merica's Soldiers

PRE 01-01-57 MILITARY SERVICE

**No deposit required for creditable
military service performed prior to
01-01-57**



It's Free!!

Civilian Soldiers
Supporting Ameri

CREDIT FOR POST-56 MILITARY SERVICE

**IN RECEIPT OF
MILITARY RETIRED PAY**

```
graph TD; A[IN RECEIPT OF MILITARY RETIRED PAY] --> B[Based on Non - Combat Disability or Service]; A --> C[Based on Combat Disability or Chap 67, Title 10 (Reserves)]; B --> D[No Credit unless Military Retired Pay is waived]; C --> E[Hired Before or After 10-01-82? See Next Slide];
```

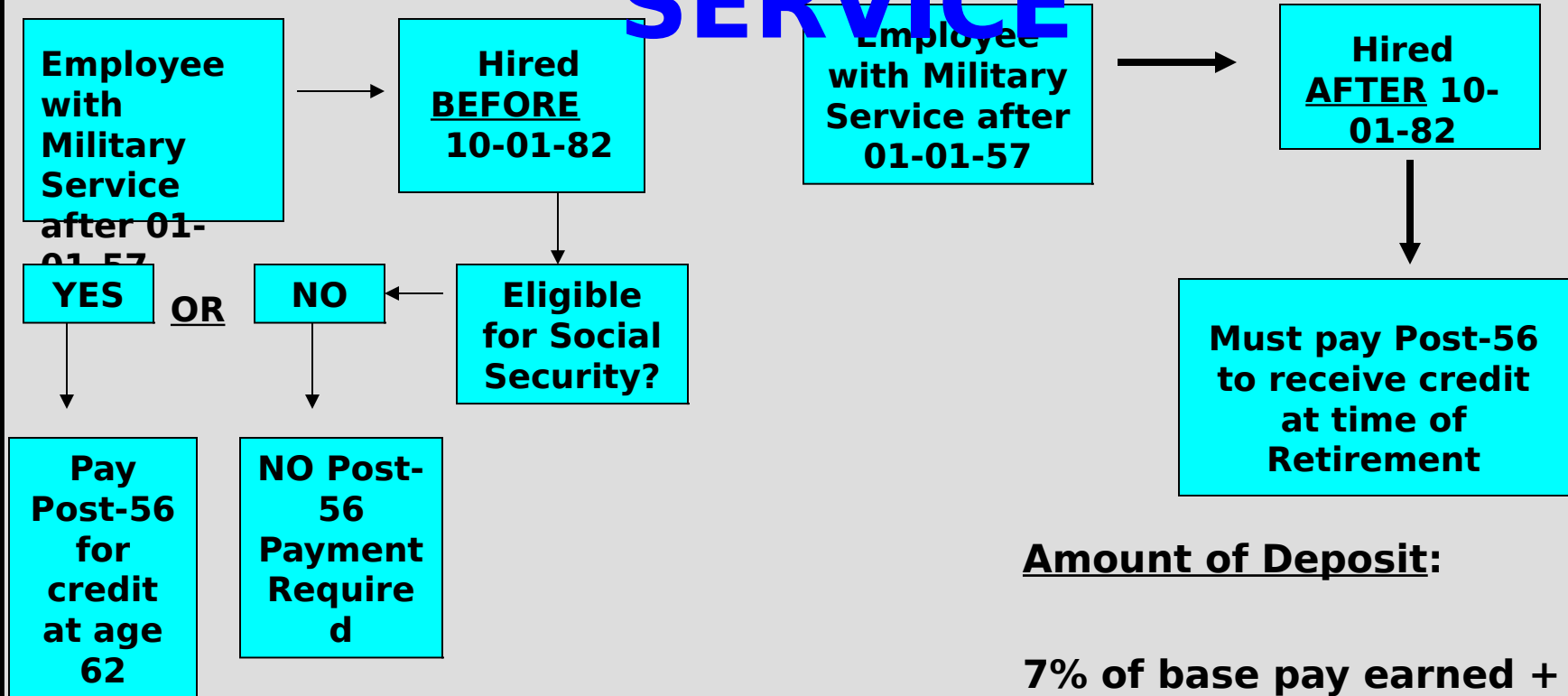
**Based on Non -
Combat Disability
or Service**

**No Credit unless
Military Retired
Pay is waived**

**Based on Combat
Disability or Chap
67, Title 10
(Reserves)**

**Hired Before or
After 10-01-82?
See Next Slide**

CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE

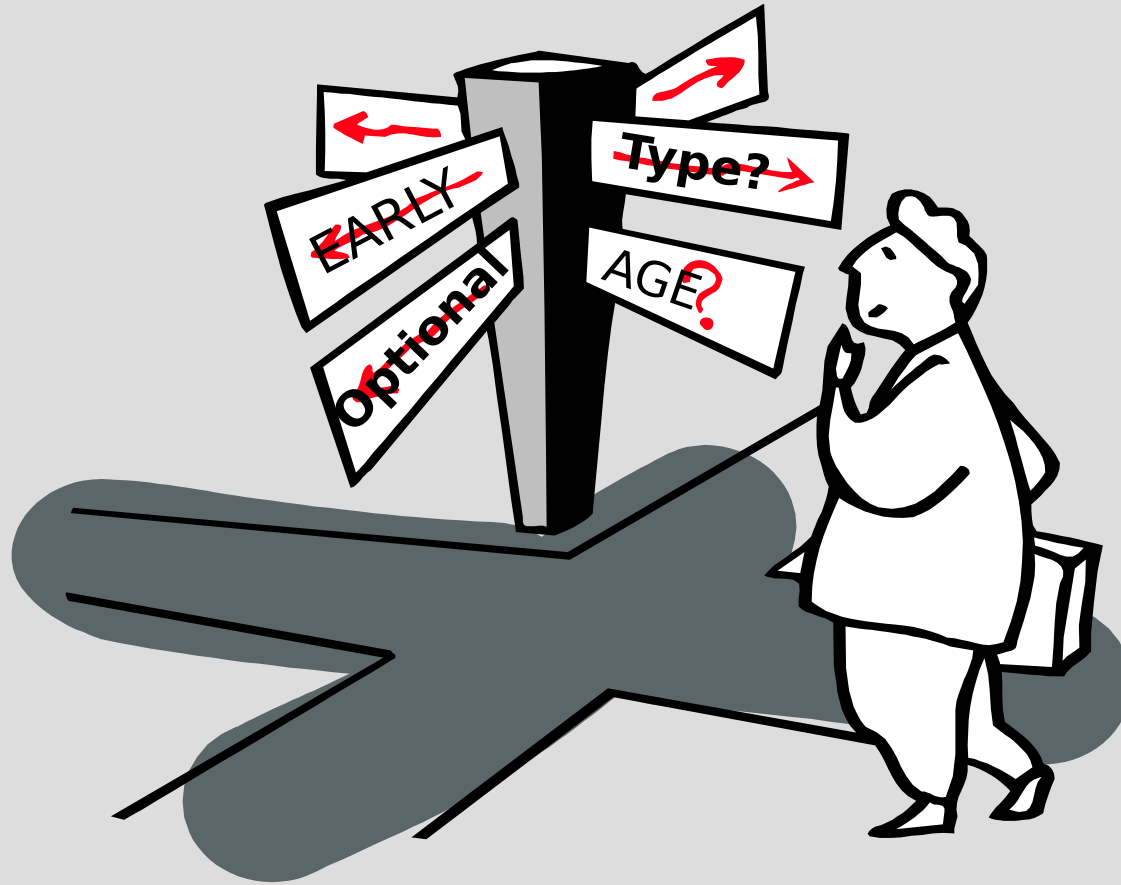


Amount of Deposit:

7% of base pay earned + interest

(Interest will vary by the date service was performed)

RETIREMENT REQUIREMENTS



Civilian Soldiers
Supporting America

GENERAL ELIGIBILITY REQUIREMENTS

- **Have at least 5 years of civilian service with the Federal government**
- **Have been employed under CSRS for at least 1 year out of the last 2 years preceding your final separation from Federal employment**
- **Must separate from a position subject to CSRS coverage**

Civilian Soldiers

Supporting Ameri

OPTIONAL RETIREMENT

Eligibility requirements for Voluntary

Retirement:

Age 55 with 30 years of service

Age 60 with 20 years of service

Age 62 with 5 years of service

- **Must have at least 5 years creditable civilian service**
- **Military service or sick leave may not be used to reach the 5 year rule**



Civilian Soldiers

Supporting Ameri

OPTIONAL RETIREMENT

- **Annuity starts the day after your retirement if your retirement is effective on the last day of month or the first three days of month.**
- **Annuity starts the first day of following month if your retirement is effective after the third day of month.**
- **Best date to retire for annuity purposes is either the last day of the month or the first three days of the following month.**

Civilian Soldiers

Supporting Ameri

VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- **Age 50 with 20 years of creditable service**
- **Any age with 25 years of creditable service**

EFFECT ON EMPLOYEE BENEFITS:

- **2% reduced annuity for each year under 55**

Civilian Soldiers

Supporting Ameri

DEFERRED RETIREMENT

A deferred annuity is payable at age 62 to an individual who separates from service and is not entitled to an immediate annuity:

- **At least five years of civilian service**
- **Must meet the one-out-of-two requirements at the**
 - **date of separation from service**
 - **Has not taken a refund of retirement deductions for the last period of service**

FEHB and FEGLI **will not be reinstated at the time your annuity commences. Your application for retirement is sent directly to OPM.**

Civilian Soldiers

Supporting Ameri

DISCONTINUED SERVICE RETIREMENT (DSR)

- **Must be separated involuntarily *except* for cause on charges of misconduct or delinquency**
- **To qualify, you must receive a specific written notice of a proposed involuntary separation from your Agency**
- **OPM has final approval to determine if separation is involuntary for DSR**



Civilian Soldiers

Supporting America

DISCONTINUED SERVICE RETIREMENT (DSR)

Examples of involuntary separations include:

- **Job abolishment**
- **Reduction in Force (RIF)**
- **Transfer of function outside commuting area**
- **Liquidation of an office or an entire Agency**

Civilian Soldiers

Supporting Ameri

CSRS OFFSET

- You will receive a full CSRS annuity at retirement that is computed under the CSRS rules
- **HOWEVER**, your CSRS Offset annuity will be reduced when you become eligible to receive Social Security benefits
- CSRS Offset annuity is reduced by the portion of your total Social Security benefit that is payable based on Federal service performed after 1983
- If you never become eligible for Social Security benefits based on your own employment, there is no Offset

Civilian Soldiers

Supporting Ameri

CSRS

Example: Employee has 3 years and 8 months of Offset service

OFFSET

The CSRS Offset is determined by taking the lesser of the 2 below computations

Computation #1

Social Security monthly benefit with Federal Offset service.....
\$600

Social Security monthly benefit without Federal Offset service.
\$550

Difference..\$50

Computation #2

Social Security amount with Federal earnings =
 $\$600 \times 4 \text{ years}^* = \$2400 \text{ divided by } 40 = \60

*Nearest whole year to 3 years 8 months

Result: The reduction in this case would be based on computation #1, or \$50

UNUSED SICK LEAVE

- **Must retire on an immediate annuity**
- **Added to length of service for computation purposes only**
- **Additional time computed on the basis of a 2087 hour work week**
- **May increase survivor annuity**



Civilian Soldiers
Supporting Ameri

Chart 2. -- Sick Leave Chart 2087 Hours

Chart for Converting Hours of Unused Sick Leave to Months and Days (See section 50A2.1-3G).

| DAYS | 1 Day | 1 Month | 2 Months | 3 Months | 4 Months | 5 Months | 6 Months | 7 Months | 8 Months | 9 Months | 10 Months | 11 Months |
|------|-------|---------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| 0 | 0 | 174 | 348 | 522 | 696 | 870 | 1044 | 1217 | 1391 | 1565 | 1739 | 1913 |
| 1 | 6 | 180 | 354 | 528 | 701 | 875 | 1049 | 1223 | 1397 | 1571 | 1745 | 1919 |
| 2 | 12 | 186 | 359 | 533 | 707 | 881 | 1055 | 1229 | 1403 | 1577 | 1751 | 1925 |
| 3 | 17 | 191 | 365 | 539 | 713 | 887 | 1061 | 1235 | 1409 | 1583 | 1757 | 1930 |
| 4 | 23 | 197 | 371 | 545 | 719 | 893 | 1067 | 1241 | 1415 | 1588 | 1762 | 1936 |
| 5 | 29 | 203 | 377 | 551 | 725 | 899 | 1072 | 1246 | 1420 | 1594 | 1768 | 1942 |
| 6 | 35 | 209 | 383 | 557 | 730 | 904 | 1078 | 1252 | 1426 | 1600 | 1774 | 1948 |
| 7 | 41 | 214 | 388 | 562 | 736 | 910 | 1084 | 1258 | 1432 | 1606 | 1780 | 1954 |
| 8 | 46 | 220 | 394 | 568 | 742 | 916 | 1090 | 1264 | 1438 | 1612 | 1786 | 1959 |
| 9 | 52 | 226 | 400 | 574 | 748 | 922 | 1096 | 1270 | 1444 | 1617 | 1791 | 1965 |
| 10 | 58 | 232 | 406 | 580 | 754 | 928 | 1101 | 1275 | 1449 | 1623 | 1797 | 1971 |
| 11 | 64 | 238 | 412 | 586 | 759 | 933 | 1107 | 1281 | 1455 | 1629 | 1803 | 1977 |
| 12 | 70 | 243 | 417 | 591 | 765 | 939 | 1113 | 1287 | 1461 | 1635 | 1809 | 1983 |
| 13 | 75 | 249 | 423 | 597 | 771 | 945 | 1119 | 1293 | 1467 | 1641 | 1815 | 1988 |
| 14 | 81 | 255 | 429 | 603 | 777 | 951 | 1125 | 1299 | 1472 | 1646 | 1820 | 1994 |
| 15 | 87 | 261 | 435 | 609 | 783 | 957 | 1130 | 1304 | 1478 | 1652 | 1826 | 2000 |
| 16 | 93 | 267 | 441 | 615 | 788 | 962 | 1136 | 1310 | 1484 | 1658 | 1832 | 2006 |
| 17 | 99 | 272 | 446 | 620 | 794 | 968 | 1142 | 1316 | 1490 | 1664 | 1838 | 2012 |
| 18 | 104 | 278 | 452 | 626 | 800 | 974 | 1148 | 1322 | 1496 | 1670 | 1844 | 2017 |
| 19 | 110 | 284 | 458 | 632 | 806 | 980 | 1154 | 1328 | 1501 | 1675 | 1849 | 2023 |
| 20 | 116 | 290 | 464 | 638 | 812 | 986 | 1159 | 1333 | 1507 | 1681 | 1855 | 2029 |
| 21 | 122 | 296 | 470 | 643 | 817 | 991 | 1165 | 1339 | 1513 | 1687 | 1861 | 2035 |
| 22 | 128 | 301 | 475 | 649 | 823 | 997 | 1171 | 1345 | 1519 | 1693 | 1867 | 2041 |
| 23 | 133 | 307 | 481 | 655 | 829 | 1003 | 1177 | 1351 | 1525 | 1699 | 1873 | 2046 |
| 24 | 139 | 313 | 487 | 661 | 835 | 1009 | 1183 | 1357 | 1530 | 1704 | 1878 | 2052 |
| 25 | 146 | 319 | 493 | 667 | 841 | 1015 | 1188 | 1362 | 1536 | 1710 | 1884 | 2058 |
| 26 | 151 | 325 | 499 | 672 | 846 | 1020 | 1194 | 1368 | 1542 | 1716 | 1890 | 2064 |
| 27 | 157 | 330 | 504 | 678 | 852 | 1026 | 1200 | 1374 | 1548 | 1722 | 1896 | 2070 |
| 28 | 162 | 336 | 510 | 684 | 858 | 1032 | 1206 | 1380 | 1554 | 1728 | 1901 | 2075 |
| 29 | 168 | 342 | 516 | 690 | 864 | 1038 | 1212 | 1386 | 1559 | 1733 | 1907 | 2081 |

EXAMPLE: COMPUTING TOTAL SERVICE WITH UNUSED SICK LEAVE

AGE

2006-12-31 (DOR)
- 1946-12-05 (DOB)

60-00-26

TOTAL SERVICE

2006-12-31 (DOR)
- 1978-03-12 (Ret-SCD)

28-09-19

Unused Sick Leave

1136 hours =

+ 00-06-16

28-15-35

= 29-04-05

Civilian Soldiers

Supporting America

CIVIL SERVICE RETIREMENT SYSTEM

✓ GENERAL FORMULA FOR COMPUTING ANNUITY FOR VOLUNTARY RETIREMENT:

- **1.5% X High-3 avg salary X first 5 years of service**
PLUS
- **1.75% X High-3 avg salary X next 5 years of service**
PLUS
- **2.00% X High-3 avg salary X remaining service > 10 years**
(includes unused sick leave)

Civilian Soldiers

Supporting Ameri

REDUCTIONS DEDUCTIONS

- **Age Reduction (VERA/DSR)**
- **Deposit/Redeposit Service**
- **Election of Survivor Benefits**
- **Post-56 Military Service**
- **Applies to CSRS Employee hired before 10-01-82 known as “Catch 62” if eligible for Social Security**
- **Health Benefits**
- **Life Insurance**
- **Federal Income Taxes**
- **State Tax (If a**



Civilian Soldiers
Supporting Ameri

SURVIVOR ELECTIONS AVAILABLE

Types of Survivor Elections:



**CURRENT Spouse
Survivor Annuity
---Full (55% of your
annuity)**



**FORMER Spouse
Survivor Annuity
---Full (55% of your
annuity)**



**Combination
Current / Former
Spouse Survivor
Annuity**



**Insurable Interest
Survivor Annuity**



**CURRENT Spouse
Survivor Annuity
--Partial (55% of
[amount](#))**



**FORMER Spouse
Survivor Annuity
---Full (55% of
[amount](#))**



**Self Only
annuity (No
survivor
benefit)**

Civilian Soldiers

Supporting Ameri

SURVIVOR BENEFIT COST / REDUCTION

- Cost = 2.5% of base annuity up to \$3,600 plus 10% of base annuity over \$3,600

Example: \$22,500 base annuity (Max elected)

$$\begin{array}{rcl} \$ 3,600 \times 2.5\% & = & \$ 90 \\ \$18,900 \times 10\% & = & + \\ \$1,890 & & \end{array}$$

Reduction/Cost = \$1,980 yearly

***Survivor will receive 55% of base annuity = \$12,375 yearly** Civilian Soldiers

SURVIVOR BENEFIT COST / REDUCTION

- Cost = 2.5% of base annuity up to \$3,600 plus 10% of base annuity over \$3,600

Example: \$22,500 base annuity (\$3,600 elected)

$$\begin{array}{rcl} \$3,600 \times 2.5\% & = & \$90.00 \\ \text{Reduction/Cost} & = & \end{array}$$

\$90.00 yearly

***Survivor will receive 55% of \$3,600 annuity
= \$1,980 yearly**

Civilian Soldiers

Supporting Ameri

DISABILITY RETIREMENT

- **Disability Retirement - Unable to render useful & efficient service because of disease or injury**
- **Must be in a position covered by CSRS**
- **Must have a minimum of 5 years creditable civilian service**
- **Disability annuity **IS** subject to Federal tax**

Civilian Soldiers

Supporting Ameri

DISABILITY RETIREMENT

Submit all regular retirement forms

PLUS

- **SF 3112A - Applicant's Statement of Disability**
- **SF 3112B - Supervisor's Statement**
- **SF 3112C - Physician's Statement**
- **SF 3112D - Agency Certification of Reassignment & Accommodation Efforts**

Civilian Soldiers

Supporting America

DEATH-IN-SERVICE

- **If you die while still an active employee, your survivor MAY be entitled to death benefits**
- **In the event of your death, your supervisor needs to contact the local Civilian Personnel Advisory Center (CPAC)**
- **CPAC will contact ABC-C**
- **An ABC-C counselor will contact the survivor within 24 hours**

Civilian Soldiers

Supporting America

NON-APPROPRIATED FUND (NAF) RETIREMENT PROCESSING

NAF Retirement System - Contact nearest NAF office

CSRS Retirement Plan - Contact the ABC-C



**PERSONNEL PROFESSIONALS IN
PARTNERSHIP**

FEHB & RETIREMENT

**Self
Only**



**Self &
Family**

Additional Information:
www.opm.gov/insure/health

OPM Tel: 1-888-767-6738

Civilian Soldiers
Supporting America

FEHB & RETIREMENT

CONTINUATION INTO RETIREMENT

- **Retire on an immediate annuity**
- **Be insured on the date of retirement**
- **Covered for the 5 years of service prior to retirement
or since your FIRST opportunity to enroll**
- **Coverage as a family member under FEHB
or CHAMPUS/TRICARE counts towards 5
year requirement, however, (employee must
be enrolled in FEHB prior to retirement)**

FEHB & RETIREMENT

CONTINUATION INTO RETIREMENT

- **Requirements for automatic waiver during Agency Buyout Period**
- **Enrolled continuously since December 30, 2003 or the beginning date of an agency's latest statutory buyout authority**
- **Employee(s) must:**
 - **Retire during the agency's statutory buyout period; and**
 - **Receive a buyout under the agency's statutory buyout period; or**
 - **Take Early Optional Retirement as a result of above; or**
- **Take a Discontinued Service Retirement (DSR) based on an involuntary separation due to RIF, directed reassignment, reclassification to a lower grade, or abolishment of position**

Civilian Soldiers

Supporting Ameri

FEHB & RETIREMENT

- **Cost of FEHB is the same for retirees and active employees except that premiums are paid on a monthly basis vs. bi-weekly**
- **Same Open Season and qualifying life event opportunities as active employees**
- **Same FEHB plans available to retirees as active employees**
- **Once you cancel FEHB coverage in retirement, you can never re-enroll**
- **At age 65, you must enroll in Medicare and it becomes your primary and your FEHB plan becomes your secondary provider**

Civilian Soldiers

Supporting America

FEHB & RETIREMENT

- **Retirees can suspend FEHB for TRICARE or Medicare and return to FEHB coverage during Open Season or immediately upon involuntarily losing non-FEHB coverage**
- **Retirees do not participate in Premium Conversion**
- **Your spouse is eligible to continue FEHB coverage after your death only if you have Self and Family coverage and you elect to provide a survivor benefit at retirement**

Civilian Soldiers

Supporting Ameri

FEGLI & RETIREMENT



**Additional
Information:**
**[www.opm.gov/insure/
life](http://www.opm.gov/insure/life)** OPM Tel: 1-888-
767-6738

Civilian Soldiers Supporting A
merica's Soldiers

FEGLI & RETIREMENT

CONTINUATION INTO RETIREMENT

- **Retire on an immediate annuity**
- **Insured on date of retirement**
- **Insured for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll**
- **Election Form: SF2818 - Continuation of Life Insurance Coverage**



FEGLI & RETIREMENT

BASIC LIFE OPTIONS:

Basic Insurance Amount (BIA) is based on your final annual salary rounded up, plus \$2,000. Ex: \$36,400 = \$37,000 + \$2,000 = Amt of Basic Ins \$39,000

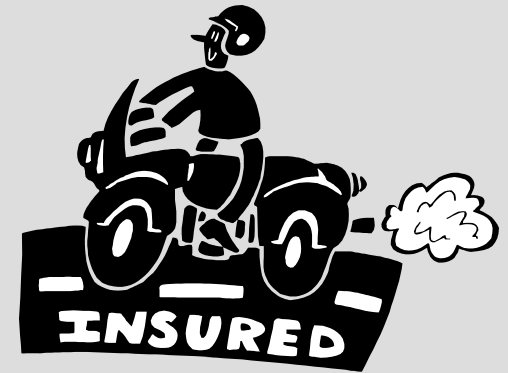
| Options | Before age 65 | After age 65 |
|--|--|---|
| <u>1.</u> 75% reduction | BIA x .3250 (per \$1,000) ex: \$12.68 per month | NO COST <i>Coverage reduces 2% per month for 7.5 mths until it reaches a final value of \$9,750</i> |
| <u>2.</u> 50% reduction 6000 (per \$1,000) month | BIA x .9250 (per \$1,000) ex: \$23.40 per month | BIA x . ex: \$36.08 per month <i>Coverage reduces 1% per mth for 50 mths until it reaches a final value of \$19,500</i> |
| <u>3.</u> NO reduction 1.8300 (per \$1,000) ex: \$71.37 per month | BIA x 2.1550 (per \$1,000) | BIA x ex: \$84.05 per month |

FEGLI & RETIREMENT

OPTION A - STANDARD COVERAGE:

OPTION A - Standard = \$10,000

| <u>Age Group</u> | <u>Monthly Cost</u> |
|-------------------------|----------------------------|
| Under 35 | \$0.65 |
| 35 thru 39 | \$0.87 |
| 40 thru 44 | \$1.30 |
| 45 thru 49 | \$1.95 |
| 50 thru 54 | \$3.03 |
| 55 thru 59 | \$5.85 |
| 60 thru 64 | \$13.00 |
| 65 & Above | NO COST |



At age 65 coverage reduces by 2% per month for 37.5 months until it reaches \$2,500.

FEGLI & RETIREMENT

OPTION B - ADDITIONAL COVERAGE (1 - 5 MULTIPLES OF PAY):

OPTION B - Ex: Annual Salary \$36,400 1x Multiple elected = \$37,000

| <u>Age Group</u> | <u>Mthly Cost @ \$1000</u> | <u>Mthly Cost</u> |
|------------------|----------------------------|---------------------|
| Under 35 | \$0.065 | \$2.41 |
| 35 thru 39 | \$0.087 | \$3.22 |
| 40 thru 44 | \$0.130 | \$4.81 |
| 45 thru 49 | \$0.195 | \$7.22 |
| 50 thru 54 | \$0.303 | \$11.21 |
| 55 thru 59 | \$0.607 | \$22.46 |
| 60 thru 64 | \$1.300 | \$48.10 |
| 65 thru 69 | \$1.50 | \$57.72 |
| 70 thru 74 | \$2600 | \$9620 |
| 75 thru 79 | \$3900 | \$144.30 |
| 80 & Above | \$5200 | \$19240 |

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage ends

NO Reduction: Coverage and premium continues

FEGLI & RETIREMENT

OPTION C - FAMILY COVERAGE

(1 - 5 MULTIPLES OF PAY):

OPTION C - Spouse = \$5,000 (1x Multiple) / Each Child = \$2,500 (1x Multiple)

| <u>Age Group</u> | <u>Mthly Cost per Multiple</u> | <u>Mthly Cost (1x)</u> |
|-------------------------|---------------------------------------|-------------------------------|
| Under 35 | \$0.59 | \$0.59 |
| 35 thru 39 | \$0.74 | \$0.74 |
| 40 thru 44 | \$1.00 | \$1.00 |
| 45 thru 49 | \$1.30 | \$1.30 |
| 50 thru 54 | \$1.95 | \$1.95 |
| 55 thru 59 | \$3.14 | \$3.14 |
| 60 thru 64 | \$5.63 | \$5.63 |
| 65 thru 69 | \$6.50 | \$6.50 |
| 70 thru 74 | \$7.37 | \$7.37 |
| 75 thru 79 | \$9.75 | \$9.75 |
| 80 & above | \$13.00 | \$13.00 |

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage will end

NO Reduction: Coverage and premium will continue

TSP & RETIREMENT

Thrift Savings Plan (TSP)

www.tsp.gov

Telephone: 1-877-968-3778

TDD: 1-877-847-4385

Mailing Address:

**Post Office Box 385021
Birmingham, AL 35238**

**Monday through Friday
7:00 a.m. - 9:00 p.m. ET**

**Civilian Soldiers Supporting A
merica's Soldiers**



TSP & RETIREMENT

OPTIONS:

- **Automatic cashout (accounts less than \$200)**
- **Leaving money in the TSP**
- **Partial Withdrawal of at least \$1,000 (one time in career)**
- **Full Withdrawal**
 - **Single payment**
 - **Monthly payments**
 - **Life annuity**
- **Mixed Withdrawal**

HOW TO APPLY:

**TSP-70 FORM -
Withdrawal Request**

TSP CATCH-UP CONTRIBUTIONS

- **Open to TSP participants age 50 or older**
- **Not eligible for agency automatic 1% matching contribution**
- **Limited to \$5,000 for year 2007**
 - **Must make new election each**

year
Elections made via EBIS at:
<https://www.abc.army.mil>
IVRS at 1-877-276-9287



LONG TERM CARE INSURANCE (LTCI)

**Want to talk with a Certified Long Term
Care Insurance Consultant?**

**Tel: 1-800-LTC-FEDS (1-800-
582-3337)**

TTY: 1-800-843-3557

Mon - Fri 8 a.m. - 8 p.m. EST

**Sat 9 a.m. - 5 p.m.
EST**

**Closed Sun and Federal
holidays.**

Offered by: John Hancock

<http://www.metlifefeds.com>

FLEXIBLE SPENDING ACCOUNTS (FSA)

**To receive more information regarding FSAs,
please contact a SHPS counselor.**

Email: FSAFEDS@shps.net

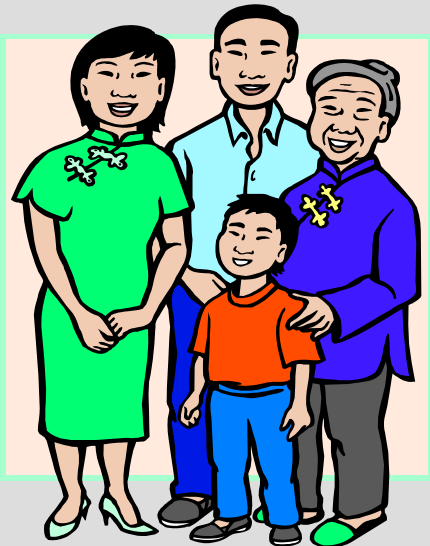
**Telephone: 1-877-FSAFEDS (372-3337)
TTY: 1-800-952-0450**

- **Mon-Fri 9 am - 9 pm Eastern Time**
- **Closed Weekends and Holidays**
- **<http://www.fsafeds.com>**

DESIGNATION OF BENEFICIARY

Beneficiary Forms:

- **SF 1152 (Unpaid Comp)**
- **SF2823 (FEGLI)**
- **SF 2808 (CSRS)**
- **TSP 3 (TSP)**



Order of Precedence:

- **Court Order**
- **Designation of Beneficiary**
- **Widow or Widower**
- **Children (and/or descendants of deceased children)**
- **Parents**
- **Executor or Administrator of Estate**
- **Next of Kin**

Civilian Soldiers Supporting A
merica's Soldiers

ABC-C RETIREMENT PROCEDURES & PROCESS

- **180 days prior to retirement:**
 - **Contact the ABC-C for retirement estimate & information**
- **120 days prior to retirement:**
 - **Download forms from ABC-C website or contact ABC-C for forms**
 - **Call ABC-C with questions on retirement estimate**
 - **Call ABC-C for help with the retirement forms**
- **90-120 days prior to retirement:**
 - **Mail retirement forms to ABC-C**

ABC-C RETIREMENT PROCEDURES & PROCESS

- **ABC-C receives your retirement package:**
 - **Sends letter acknowledging receipt**
 - **Does quick review of retirement package**
 - **Sends letter requesting missing forms**
 - **Requests OPF**
- **30-60 days prior to retirement:**
 - **Retirement package assigned to counselor**

ABC-C RETIREMENT PROCEDURES & PROCESS

- **ABC-C retirement counselor:**
 - **Reviews OPF for service history**
 - **Thoroughly reviews retirement package for missing, incomplete, incorrect forms**
 - **Contacts you about missing forms**
 - **Contacts you for final retirement counselor**
- **2 - 4 week prior to retirement:**
 - **Retirement package processing is completed**
 - **Retirement package is mailed to payroll**
- ✓ **Good stateside address & contact phone number**

ABC-C RETIREMENT PROCEDURES & PROCESS

- **2 - 4 weeks after retirement:**
 - Final paycheck is received
 - Lump sum annual leave is paid
 - Lump sum VSIP is paid
 - Bi-weekly VSIP payments begin
- **8 - 10 weeks after retirement:**
 - Receive 1st INTERIM payment
 - Receive letter from OPM with CSA number

**Office of Personnel
Management Retirement
Operations Center
P.O. Box 45
Boyers, PA 16017**

**www.opm.gov
email: retire@opm.gov
Tel: 1-888-767-
6738**

**Social Security
Administration
www.ssa.gov
www.medicare.gov
Tel: 1-800-
772-1213**

**IRS Publication 721
www.irs.gov
Tel: 1-800-Tax-**

FOR ADDITIONAL RETIREMENT INFORMATION

CONTACT THE ABC-C

- **Toll Free 1-877-276-9287 (TDD 1-877-276-9833)**
- **Korea: 00798-14-800-4766**
- **Japan: 00531-1-20378**
- **Belgium: 0800-78245**
- **Germany: 0800-1010282**
- **Italy: 0800-780821**
- **Counselors are available from 6 am - 6 pm CT**
- **Website: <https://www.abc.army.mil>**
- **Mailing Address: 301 Marshall Avenue, Ft. Riley, KS 66442-5004**

ANY QUESTIONS?

